

## Occupation Projections for North Central Wisconsin Workforce Development Area 2002-2012

### Occupational Group Summary

SOC Code	Occupational Groups	Estimate employment		Change		Annual average			Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Ave Ann Total Openings		
00-0000	Total, All Occupations	198,070	224,660	26,590	13.4%	2,660	4,780	7,440	\$30,472	\$8.76 - \$17.52
11-0000	Management Occupations	7,430	8,630	1,200	16.2%	120	140	260	\$67,984	\$19.97 - \$40.76
13-0000	Business/Financial Operations Occs	6,230	7,390	1,160	18.6%	120	110	230	\$42,313	\$14.77 - \$25.12
15-0000	Computer & Mathematical Occupations	2,850	3,590	740	26.0%	70	40	110	\$49,136	\$17.73 - \$28.64
17-0000	Architecture/Engineering Occupations	2,500	2,640	140	5.6%	10	60	70	\$47,493	\$16.71 - \$27.74
19-0000	Life, Physical, and Social Sci Occs	1,530	1,720	190	12.4%	20	40	60	\$43,253	\$14.77 - \$25.23
21-0000	Community/Social Services Occs	3,550	4,160	610	17.2%	60	70	130	\$33,060	\$11.10 - \$19.72
23-0000	Legal Occupations	780	920	140	17.9%	10	10	20	\$57,058	\$13.13 - \$34.12
25-0000	Ed, Training, & Library Occs	9,190	10,930	1,740	18.9%	170	190	360	\$38,310	\$11.36 - \$24.34
27-0000	Arts/Design/Entertainment/Sports/Media	2,330	2,640	310	13.3%	30	40	70	\$27,494	\$7.85 - \$16.13
29-0000	Healthcare Practitioners & Techncl Occs	10,550	13,740	3,190	30.2%	320	200	520	\$52,681	\$14.82 - \$26.41
31-0000	Healthcare Support Occupations	6,920	9,150	2,230	32.2%	220	110	330	\$21,313	\$8.62 - \$11.42
33-0000	Protective Service Occupations	3,130	3,530	400	12.8%	40	90	130	\$31,105	\$9.87 - \$19.45
35-0000	Food Preparation & Serving Occupations	16,290	18,370	2,080	12.8%	210	650	860	\$16,069	\$6.26 - \$8.74
37-0000	Build & Grounds Cleaning/Maint Occs	7,290	8,370	1,080	14.8%	110	150	260	\$20,173	\$7.76 - \$10.98
39-0000	Personal Care and Service Occupations	4,230	5,060	830	19.6%	80	100	180	\$19,087	\$6.73 - \$10.35
41-0000	Sales and Related Occupations	18,570	21,050	2,480	13.4%	250	640	890	\$27,060	\$7.25 - \$15.28
43-0000	Office/Administrative Support Occupation	33,580	35,850	2,270	6.8%	230	780	1,010	\$24,993	\$8.84 - \$14.05
45-0000	Farming/Fishing/Forestry Occs	340	360	20	5.9%	0	10	10	\$28,007	\$9.74 - \$16.84
47-0000	Construction/Extraction Occupations	8,480	10,250	1,770	20.9%	180	170	350	\$34,931	\$12.09 - \$21.34
49-0000	Installation/Maint/Repair Occupations	7,870	8,780	910	11.6%	90	180	270	\$34,375	\$12.17 - \$20.06
51-0000	Production Occupations	25,110	25,570	460	1.8%	50	610	660	\$29,019	\$10.49 - \$16.47
53-0000	Trans/Material Moving Occupations	19,330	21,960	2,630	13.6%	260	410	670	\$27,069	\$9.09 - \$16.25

(see notes on back)

**Notes:**

- (1) Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding. Employment does not include self-employed, unpaid family workers, or railroad employees.
- (2) Replacements are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver.  
Openings resulting from people changing employers, but staying in the same occupation are not included.
- (3) Total openings are the sum of new jobs and replacements.
- (4) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (5) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation.  
Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

Projections Methodology: Karin Wells, Economist

608-264-7841

Karin.Wells@dwd.state.wi.us

Local economist: Dan Barroilhet

608-242-4885

Dan.Barroilhet@dwd.state.wi.us

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with Most New Jobs

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
53-3032	Truck Drivers/Heavy/Tractor-Trailer	5,350	6,540	1,190	22.2%	120	90	210	Moderate-term on-the-job training	\$35,004	\$13.37 - \$19.91
29-1111	Registered Nurses	3,870	5,070	1,200	31.0%	120	80	200	Bachelor's or Associate degree (see note 9)	\$50,573	\$19.75 - \$26.84
31-1012	Nursing Aides/Orderlies/Attendants	3,450	4,330	880	25.5%	90	50	140	Short-term on-the-job training	\$20,366	\$8.56 - \$11.00
41-2031	Retail Salespersons	6,000	6,770	770	12.8%	80	220	300	Short-term on-the-job training	\$21,030	\$6.80 - \$10.98
35-3021	Comb Food Prep/Serv Wrk/Incl Fast	3,130	3,760	630	20.1%	60	140	200	Short-term on-the-job training	\$15,002	\$6.16 - \$8.12
43-4051	Customer Service Reps	2,820	3,440	620	22.0%	60	40	100	Moderate-term on-the-job training	\$24,652	\$9.03 - \$13.79
41-2011	Cashiers	5,040	5,550	510	10.1%	50	250	300	Short-term on-the-job training	\$16,319	\$6.45 - \$8.59
35-3031	Waiters/Waitresses	3,260	3,700	440	13.5%	50	170	220	Short-term on-the-job training	\$13,731	\$5.85 - \$6.86
41-4012	Sls Reps/Whlsl/Mfg/Ex Tech/Sci Prod	2,370	2,890	520	21.9%	50	60	110	Moderate-term on-the-job training	\$45,363	\$13.68 - \$27.37
47-2031	Carpenters	1,990	2,470	480	24.1%	50	30	80	Long-term on-the-job training	\$29,721	\$11.60 - \$16.76
37-2011	Janitors/Cleanrs Ex Maids/Hskpng	3,150	3,590	440	14.0%	40	60	100	Short-term on-the-job training	\$20,587	\$7.68 - \$11.86
37-2012	Maids/Housekpng Cleaners	2,580	2,940	360	14.0%	40	50	90	Short-term on-the-job training	\$17,472	\$7.58 - \$9.27
35-2021	Food Prep Wrkrs	1,530	1,890	360	23.5%	40	50	90	Short-term on-the-job training	\$16,156	\$6.68 - \$8.90
43-4171	Receptionists/Info Clerks	1,620	2,050	430	26.5%	40	40	80	Short-term on-the-job training	\$20,455	\$8.32 - \$11.15
43-4151	Order Clerks	1,510	1,910	400	26.5%	40	30	70	Short-term on-the-job training	\$19,016	\$7.29 - \$10.34
53-3033	Truck Drivers/Light or Delivery Srvcs	2,010	2,440	430	21.4%	40	20	60	Short-term on-the-job training	\$25,308	\$9.05 - \$14.66
11-1021	General and Operations Mgrs	1,980	2,280	300	15.2%	30	40	70	Bachelor's degree or more, plus work exp.	\$74,800	\$20.34 - \$44.75
49-9042	Maint/Repair Wrkrs/General	1,980	2,230	250	12.6%	30	40	70	Long-term on-the-job training	\$30,692	\$10.93 - \$18.18
29-2061	Licensed Pract/Vocational Nurses	1,280	1,580	300	23.4%	30	30	60	Postsecondary vocational training	\$31,388	\$13.41 - \$16.82
31-9092	Medical Assts	620	940	320	51.6%	30	10	40	Moderate-term on-the-job training	\$24,333	\$9.99 - \$13.26
31-1011	Home Health Aides	640	930	290	45.3%	30	10	40	Short-term on-the-job training	\$18,659	\$7.98 - \$10.04
43-9061	Office Clerks/General	3,510	3,680	170	4.8%	20	80	100	Short-term on-the-job training	\$22,283	\$8.23 - \$13.00
53-7064	Packers/Packagers/Hand	1,800	2,040	240	13.3%	20	30	50	Short-term on-the-job training	\$17,802	\$6.73 - \$9.84
41-1011	F-L Sups/Mgrs of Rtl Sls Wrkrs	1,580	1,830	250	15.8%	20	30	50	Work exp. in a related occupation	\$34,407	\$11.69 - \$19.35
51-1011	First-Line Sups/Mgrs of Prdn/Operat Wrkrs	1,550	1,730	180	11.6%	20	30	50	Work exp. in a related occupation	\$47,154	\$15.68 - \$25.41
25-2021	Elemen Schl Tchrs Ex Special Ed	1,490	1,640	150	10.1%	20	30	50	Bachelor's degree	\$42,843	-
25-9041	Teacher Assts	1,350	1,570	220	16.3%	20	30	50	Associate degree	\$21,354	-
25-2031	Secondary Schl Tchrs Ex Sp/Voc Ed	1,220	1,380	160	13.1%	20	30	50	Bachelor's degree	\$40,536	-
49-3023	Automotive Service Techs/Mechanics	1,160	1,310	150	12.9%	20	30	50	Postsecondary vocational training	\$30,910	\$11.47 - \$17.20
13-2011	Accountants and Auditors	1,100	1,300	200	18.2%	20	20	40	Bachelor's degree	\$46,377	\$16.64 - \$26.71

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### Top 50 Occupations with Most New Jobs

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
37-3011	Landscaping/Grndskpng Wrkrs	1,040	1,250	210	20.2%	20	20	40	Short-term on-the-job training	\$20,907	\$7.96 - \$11.66
47-2111	Electricians	970	1,210	240	24.7%	20	20	40	Long-term on-the-job training	\$41,750	\$16.04 - \$24.73
53-3022	Bus Drivers/School	860	1,090	230	26.7%	20	20	40	Short-term on-the-job training	\$20,846	\$7.64 - \$11.40
33-3051	Police/Sheriff's Patrol Officers	860	1,010	150	17.4%	20	20	40	Long-term on-the-job training	\$36,805	\$15.29 - \$21.12
47-2152	Plumbers/Pipefitters/Steamfitters	700	850	150	21.4%	20	20	40	Long-term on-the-job training	\$34,395	\$10.93 - \$21.49
47-2061	Construction Laborers	850	1,010	160	18.8%	20	10	30	Moderate-term on-the-job training	\$30,323	\$11.39 - \$17.96
39-9021	Personal and Home Care Aides	770	980	210	27.3%	20	10	30	Short-term on-the-job training	\$18,238	\$7.75 - \$9.93
15-1051	Computer Systems Analysts	670	860	190	28.4%	20	10	30	Bachelor's degree	\$53,574	\$21.75 - \$29.92
25-2011	Preschool Teachers/Ex Special Ed	600	770	170	28.3%	20	10	30	Bachelor's degree	\$18,546	\$7.85 - \$10.15
29-2071	Medical Records/Health Info Techs	520	760	240	46.2%	20	10	30	Associate degree	\$24,187	\$9.60 - \$13.55
21-1093	Social/Human Service Assts	480	650	170	35.4%	20	10	30	Moderate-term on-the-job training	\$22,386	\$8.35 - \$13.01
31-9091	Dental Assts	450	640	190	42.2%	20	10	30	Moderate-term on-the-job training	\$26,465	\$10.29 - \$13.36
35-3011	Bartenders	1,600	1,690	90	5.6%	10	60	70	Short-term on-the-job training	\$15,745	\$6.32 - \$8.83
43-3031	Bookkeep/Account/Auditing Clerks	2,740	2,840	100	3.6%	10	50	60	Moderate-term on-the-job training	\$25,378	\$9.62 - \$14.37
43-1011	First-Line Sups/Mgrs-Offc/Admin Supp Wrkrs	2,030	2,140	110	5.4%	10	40	50	Work exp. in a related occupation	\$41,337	\$13.92 - \$24.80
43-6011	Executive Secretaries/Admin Assts	1,980	2,090	110	5.6%	10	40	50	Moderate-term on-the-job training	\$29,179	\$11.13 - \$16.21
43-3071	Tellers	850	970	120	14.1%	10	40	50	Short-term on-the-job training	\$19,694	\$8.16 - \$10.51
53-7051	Industrial Truck/Tractor Oprs	1,750	1,890	140	8.0%	10	30	40	Short-term on-the-job training	\$27,388	\$10.86 - \$15.47
43-5071	Shipping/Receiving/Traffic Clerks	1,570	1,690	120	7.6%	10	30	40	Short-term on-the-job training	\$24,102	\$9.10 - \$13.62
51-9111	Packagng/Fillng Machn Oprs/Tendrs	1,500	1,540	40	2.7%	10	30	40	Short-term on-the-job training	\$25,882	\$10.29 - \$14.66
Sub-set totals (top 50)		93,730	109,710	15,980		1,620	2,310	3,930			
Overall totals		198,070	224,660	26,590		2,660	4,780	7,440			
Percent of overall		47%	49%	60%		61%	48%	53%			

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

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Karin.Wells@dwd.state.wi.us

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## Occupation Projections for North Central Wisconsin: 2002 - 2012

### 50 Fastest Growing, with 200+ employment in 2012

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
15-1081	Network Sysrms/Data Comm Analysts	140	220	80	57.1%	10	<5	10	Bachelor's degree	\$51,448	\$17.78 - \$28.43
31-9092	Medical Assts	620	940	320	51.6%	30	10	40	Moderate-term on-the-job training	\$24,333	\$9.99 - \$13.26
15-1031	Computer Software Engnrs Apps	260	380	120	46.2%	10	<5	10	Bachelor's degree	\$58,859	\$23.46 - \$33.43
29-2071	Medical Records/Health Info Techs	520	760	240	46.2%	20	10	30	Associate degree	\$24,187	\$9.60 - \$13.55
31-1011	Home Health Aides	640	930	290	45.3%	30	10	40	Short-term on-the-job training	\$18,659	\$7.98 - \$10.04
29-2021	Dental Hygienists	280	400	120	42.9%	10	<5	10	Associate degree	\$48,714	\$21.35 - \$26.33
31-9091	Dental Assts	450	640	190	42.2%	20	10	30	Moderate-term on-the-job training	\$26,465	\$10.29 - \$13.36
29-1122	Occupational Therapists	210	290	80	38.1%	10	<5	10	Bachelor's degree	\$50,352	\$20.96 - \$26.83
29-1123	Physical Therapists	240	330	90	37.5%	10	<5	10	Master's degree	\$59,824	\$23.96 - \$33.00
49-9021	Heating/AC/Refrig Mechs/Instlrs	240	330	90	37.5%	10	<5	10	Long-term on-the-job training	\$30,577	\$11.19 - \$17.39
21-1093	Social/Human Service Assts	480	650	170	35.4%	20	10	30	Moderate-term on-the-job training	\$22,386	\$8.35 - \$13.01
31-1013	Psychiatric Aides	340	460	120	35.3%	10	10	20	Short-term on-the-job training	\$21,157	\$7.89 - \$12.61
21-1023	Mental Hlth/Sub Abuse Social Wrkrs	200	270	70	35.0%	10	<5	10	Master's degree	\$38,685	\$13.96 - \$21.82
11-3021	Computer/Information Systems Mgrs	260	350	90	34.6%	10	10	20	Bachelor's degree or more, plus work exp.	\$76,659	\$27.54 - \$45.81
29-2052	Pharmacy Techs	240	320	80	33.3%	10	<5	10	Moderate-term on-the-job training	\$22,255	\$8.99 - \$12.44
15-1071	Network/Computer Systems Admin	250	330	80	32.0%	10	<5	10	Bachelor's degree	\$51,346	\$19.63 - \$29.25
29-1051	Pharmacists	250	330	80	32.0%	10	10	20	First professional degree	\$79,041	\$35.89 - \$43.26
25-1194	Vocational Ed Teachers/Postsec	220	290	70	31.8%	10	10	20	Work exp. in a related occupation	\$57,153	\$23.80 - \$31.80
43-4111	Interviewers/Ex Eligibility/Loan	220	290	70	31.8%	10	10	20	Short-term on-the-job training	\$24,465	\$10.15 - \$13.28
29-1127	Speech-Language Pathologists	160	210	50	31.3%	<5	<5	<5	Master's degree	\$51,137	\$20.20 - \$29.72
29-1111	Registered Nurses	3,870	5,070	1,200	31.0%	120	80	200	Bachelor's or Associate degree (see note 9)	\$50,573	\$19.75 - \$26.84
25-3021	Self-Enrichment Ed Teachers	260	340	80	30.8%	10	<5	10	Work exp. in a related occupation	\$31,236	\$10.14 - \$19.43
47-2051	Cem Masons/Conc Finishrs	260	340	80	30.8%	10	10	20	Moderate-term on-the-job training	\$40,827	\$15.48 - \$23.55
11-9111	Medical/Health Services Mgrs	360	470	110	30.6%	10	10	20	Bachelor's degree or more, plus work exp.	\$65,060	\$24.22 - \$37.72
29-1062	Family/General Practitioners	200	260	60	30.0%	10	<5	10	First professional degree	\$154,160	\$59.51 -
29-2034	Radiologic Technologists/Techs	300	390	90	30.0%	10	10	20	Associate degree	\$37,943	\$15.14 - \$21.08
29-2055	Surgical Technologists	200	260	60	30.0%	10	<5	10	Postsecondary vocational training	\$32,408	\$13.40 - \$17.57
11-2022	Sales Mgrs	310	400	90	29.0%	10	10	20	Bachelor's degree or more, plus work exp.	\$78,792	\$24.36 - \$47.64
15-1051	Computer Systems Analysts	670	860	190	28.4%	20	10	30	Bachelor's degree	\$53,574	\$21.75 - \$29.92
25-2011	Preschool Teachers/Ex Special Ed	600	770	170	28.3%	20	10	30	Bachelor's degree	\$18,546	\$7.85 - \$10.15

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### 50 Fastest Growing, with 200+ employment in 2012

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
39-9021	Personal and Home Care Aides	770	980	210	27.3%	20	10	30	Short-term on-the-job training	\$18,238	\$7.75 - \$9.93
53-3022	Bus Drivers/School	860	1,090	230	26.7%	20	20	40	Short-term on-the-job training	\$20,846	\$7.64 - \$11.40
43-4171	Receptionists/Info Clerks	1,620	2,050	430	26.5%	40	40	80	Short-term on-the-job training	\$20,455	\$8.32 - \$11.15
43-4151	Order Clerks	1,510	1,910	400	26.5%	40	30	70	Short-term on-the-job training	\$19,016	\$7.29 - \$10.34
23-1011	Lawyers	420	530	110	26.2%	10	10	20	First professional degree	\$96,528	\$27.87 - \$58.89
39-9031	Fitness Trainers/Aerobics Instruct	270	340	70	25.9%	10	10	20	Postsecondary vocational training	\$19,050	\$7.03 - \$10.77
31-1012	Nursing Aides/Orderlies/Attendants	3,450	4,330	880	25.5%	90	50	140	Short-term on-the-job training	\$20,366	\$8.56 - \$11.00
13-1073	Training/Development Specialists	240	300	60	25.0%	10	<5	10	Bachelor's degree	\$41,664	\$13.74 - \$24.58
19-3031	Clinical/Counseling/School Psych	160	200	40	25.0%	<5	<5	<5	Doctoral degree	\$57,558	\$21.20 - \$31.94
21-1022	Medical/Public Health Social Wrks	160	200	40	25.0%	<5	<5	<5	Master's degree	\$38,202	\$15.54 - \$21.20
25-2041	Sp Ed Tchrs/Presch/Kind/Elem Schl	200	250	50	25.0%	10	10	20	Bachelor's degree	\$46,030	-
27-3031	Public Relations Specialists	280	350	70	25.0%	10	<5	10	Bachelor's degree	\$38,036	\$14.08 - \$22.22
29-2041	Emergency Med Techs/Paramedics	360	450	90	25.0%	10	<5	10	Postsecondary vocational training	\$25,986	\$9.43 - \$13.72
43-3011	Bill/Account Collectors	320	400	80	25.0%	10	10	20	Short-term on-the-job training	\$25,170	\$9.90 - \$13.73
47-2181	Roofers	160	200	40	25.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,506	\$12.06 - \$18.46
53-3041	Taxi Drivers and Chauffeurs	240	300	60	25.0%	10	<5	10	Short-term on-the-job training	\$18,920	\$7.71 - \$10.03
47-2111	Electricians	970	1,210	240	24.7%	20	20	40	Long-term on-the-job training	\$41,750	\$16.04 - \$24.73
47-2211	Sheet Metal Wrks	410	510	100	24.4%	10	10	20	Moderate-term on-the-job training	\$40,294	\$12.89 - \$25.52

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

25-1071	Health Specialties Teachers Ps	*	*	*	*	10	10	20	Master's degree	*	* *
29-1063	Internists, General	*	*	*	*	10	<5	10	First professional degree	*	* *

Sub-set totals (top 50)	25,650	33,480	7,830			830	470	1,300			
Overall totals	198,070	224,660	26,590			2,660	4,780	7,440			
Percent of overall	13%	15%	29%			31%	10%	17%			

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

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608-264-7841

608-242-4885

Karin.Wells@dwd.state.wi.us

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## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with Most Replacement Openings

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
41-2011	Cashiers	5,040	5,550	510	10.1%	50	250	300	Short-term on-the-job training	\$16,319	\$6.45 - \$8.59
41-2031	Retail Salespersons	6,000	6,770	770	12.8%	80	220	300	Short-term on-the-job training	\$21,030	\$6.80 - \$10.98
35-3031	Waiters/Waitresses	3,260	3,700	440	13.5%	50	170	220	Short-term on-the-job training	\$13,731	\$5.85 - \$6.86
35-3021	Comb Food Prep/Serv Wrk/Incl Fast	3,130	3,760	630	20.1%	60	140	200	Short-term on-the-job training	\$15,002	\$6.16 - \$8.12
53-7062	Labrs/Frght/Stock/Matrl Movers/Hand	3,690	3,710	20	0.5%	<5	120	120	Short-term on-the-job training	\$22,439	\$8.36 - \$12.73
53-3032	Truck Drivers/Heavy/Tractor-Trailer	5,350	6,540	1,190	22.2%	120	90	210	Moderate-term on-the-job training	\$35,004	\$13.37 - \$19.91
43-5081	Stock Clerks/Order Fillers	2,470	2,380	-90	-3.6%	<5	90	90	Short-term on-the-job training	\$19,310	\$7.12 - \$10.92
29-1111	Registered Nurses	3,870	5,070	1,200	31.0%	120	80	200	Bachelor's or Associate degree (see note 9)	\$50,573	\$19.75 - \$26.84
43-9061	Office Clerks/General	3,510	3,680	170	4.8%	20	80	100	Short-term on-the-job training	\$22,283	\$8.23 - \$13.00
51-2092	Team Assemblers	2,940	2,890	-50	-1.7%	<5	80	80	Moderate-term on-the-job training	\$25,518	\$10.23 - \$13.99
41-4012	Sls Reps/Whls/Mfg/Ex Tech/Sci Prod	2,370	2,890	520	21.9%	50	60	110	Moderate-term on-the-job training	\$45,363	\$13.68 - \$27.37
37-2011	Janitors/Cleanrs Ex Maids/Hskpng	3,150	3,590	440	14.0%	40	60	100	Short-term on-the-job training	\$20,587	\$7.68 - \$11.86
35-3011	Bartenders	1,600	1,690	90	5.6%	10	60	70	Short-term on-the-job training	\$15,745	\$6.32 - \$8.83
31-1012	Nursing Aides/Orderlies/Attendants	3,450	4,330	880	25.5%	90	50	140	Short-term on-the-job training	\$20,366	\$8.56 - \$11.00
37-2012	Maids/Housekpng Cleaners	2,580	2,940	360	14.0%	40	50	90	Short-term on-the-job training	\$17,472	\$7.58 - \$9.27
35-2021	Food Prep Wrks	1,530	1,890	360	23.5%	40	50	90	Short-term on-the-job training	\$16,156	\$6.68 - \$8.90
43-3031	Bookkeep/Account/Auditing Clerks	2,740	2,840	100	3.6%	10	50	60	Moderate-term on-the-job training	\$25,378	\$9.62 - \$14.37
43-6014	Secretaries/Ex Legal/Medical/Exec	2,720	2,520	-200	-7.4%	<5	50	50	Moderate-term on-the-job training	\$23,008	\$9.06 - \$12.99
43-4051	Customer Service Reps	2,820	3,440	620	22.0%	60	40	100	Moderate-term on-the-job training	\$24,652	\$9.03 - \$13.79
43-4171	Receptionists/Info Clerks	1,620	2,050	430	26.5%	40	40	80	Short-term on-the-job training	\$20,455	\$8.32 - \$11.15
11-1021	General and Operations Mgrs	1,980	2,280	300	15.2%	30	40	70	Bachelor's degree or more, plus work exp.	\$74,800	\$20.34 - \$44.75
49-9042	Maint/Repair Wrks/General	1,980	2,230	250	12.6%	30	40	70	Long-term on-the-job training	\$30,692	\$10.93 - \$18.18
43-1011	First-Line Sups/Mgrs-Offc/Admin Supp Wrks	2,030	2,140	110	5.4%	10	40	50	Work exp. in a related occupation	\$41,337	\$13.92 - \$24.80
43-6011	Executive Secretaries/Admin Assts	1,980	2,090	110	5.6%	10	40	50	Moderate-term on-the-job training	\$29,179	\$11.13 - \$16.21
43-3071	Tellers	850	970	120	14.1%	10	40	50	Short-term on-the-job training	\$19,694	\$8.16 - \$10.51
51-9198	Helpers--Production Wrks	1,530	1,480	-50	-3.3%	<5	40	40	Short-term on-the-job training	\$25,716	\$9.42 - \$14.51
47-2031	Carpenters	1,990	2,470	480	24.1%	50	30	80	Long-term on-the-job training	\$29,721	\$11.60 - \$16.76
43-4151	Order Clerks	1,510	1,910	400	26.5%	40	30	70	Short-term on-the-job training	\$19,016	\$7.29 - \$10.34
29-2061	Licensed Pract/Vocational Nurses	1,280	1,580	300	23.4%	30	30	60	Postsecondary vocational training	\$31,388	\$13.41 - \$16.82

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with Most Replacement Openings

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
53-7064	Packers/Packagers/Hand	1,800	2,040	240	13.3%	20	30	50	Short-term on-the-job training	\$17,802	\$6.73 - \$9.84
41-1011	F-L Sups/Mgrs of Rtl Sls Wrks	1,580	1,830	250	15.8%	20	30	50	Work exp. in a related occupation	\$34,407	\$11.69 - \$19.35
51-1011	First-Line Sups/Mgrs of Prdn/Operat Wrks	1,550	1,730	180	11.6%	20	30	50	Work exp. in a related occupation	\$47,154	\$15.68 - \$25.41
25-2021	Elemen Schl Tchrs Ex Special Ed	1,490	1,640	150	10.1%	20	30	50	Bachelor's degree	\$42,843	-
25-9041	Teacher Assts	1,350	1,570	220	16.3%	20	30	50	Associate degree	\$21,354	-
25-2031	Secondary Schl Tchrs Ex Sp/Voc Ed	1,220	1,380	160	13.1%	20	30	50	Bachelor's degree	\$40,536	-
49-3023	Automotive Service Techs/Mechanics	1,160	1,310	150	12.9%	20	30	50	Postsecondary vocational training	\$30,910	\$11.47 - \$17.20
53-7051	Industrial Truck/Tractor Oprs	1,750	1,890	140	8.0%	10	30	40	Short-term on-the-job training	\$27,388	\$10.86 - \$15.47
43-5071	Shipping/Receiving/Traffic Clerks	1,570	1,690	120	7.6%	10	30	40	Short-term on-the-job training	\$24,102	\$9.10 - \$13.62
51-9111	Packagng/Fillng Machn Oprs/Tendrs	1,500	1,540	40	2.7%	10	30	40	Short-term on-the-job training	\$25,882	\$10.29 - \$14.66
35-2014	Cooks/Restaurant	880	1,000	120	13.6%	10	30	40	Long-term on-the-job training	\$16,977	\$7.25 - \$9.06
35-9021	Dishwashers	920	970	50	5.4%	10	30	40	Short-term on-the-job training	\$13,426	\$5.82 - \$6.85
35-3022	Cntr Atts/Cafeter/Fd Conc/Coff Shop	500	570	70	14.0%	10	30	40	Short-term on-the-job training	\$15,224	\$6.21 - \$8.27
51-7042	Woodwrk Mchn Set/Op/Tndrs/Ex Saw	1,110	1,120	10	0.9%	<5	30	30	Moderate-term on-the-job training	\$23,998	\$9.39 - \$14.23
35-2011	Cooks/Fast Food	820	850	30	3.7%	<5	30	30	Short-term on-the-job training	\$15,949	\$6.65 - \$8.42
53-3033	Truck Drivers/Light or Delivery Srvcs	2,010	2,440	430	21.4%	40	20	60	Short-term on-the-job training	\$25,308	\$9.05 - \$14.66
13-2011	Accountants and Auditors	1,100	1,300	200	18.2%	20	20	40	Bachelor's degree	\$46,377	\$16.64 - \$26.71
37-3011	Landscaping/Grndskpng Wrks	1,040	1,250	210	20.2%	20	20	40	Short-term on-the-job training	\$20,907	\$7.96 - \$11.66
47-2111	Electricians	970	1,210	240	24.7%	20	20	40	Long-term on-the-job training	\$41,750	\$16.04 - \$24.73
53-3022	Bus Drivers/School	860	1,090	230	26.7%	20	20	40	Short-term on-the-job training	\$20,846	\$7.64 - \$11.40
33-3051	Police/Sheriff's Patrol Officers	860	1,010	150	17.4%	20	20	40	Long-term on-the-job training	\$36,805	\$15.29 - \$21.12
Sub-set totals (top 50)		105,010	118,810	13,800		1,430	2,730	4,160			
Overall totals		198,070	224,660	26,590		2,660	4,780	7,440			
Percent of overall		53%	53%	52%		54%	57%	56%			

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

Projections Methodology: Karin Wells, Economist

Local economist: Dan Barroilhet

608-264-7841

608-242-4885

Karin.Wells@dwd.state.wi.us

Dan.Barroilhet@dwd.state.wi.us



## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
41-2031	Retail Salespersons	6,000	6,770	770	12.8%	80	220	300	Short-term on-the-job training	\$21,030	\$6.80 - \$10.98
41-2011	Cashiers	5,040	5,550	510	10.1%	50	250	300	Short-term on-the-job training	\$16,319	\$6.45 - \$8.59
35-3031	Waiters/Waitresses	3,260	3,700	440	13.5%	50	170	220	Short-term on-the-job training	\$13,731	\$5.85 - \$6.86
53-3032	Truck Drivers/Heavy/Tractor-Trailer	5,350	6,540	1,190	22.2%	120	90	210	Moderate-term on-the-job training	\$35,004	\$13.37 - \$19.91
29-1111	Registered Nurses	3,870	5,070	1,200	31.0%	120	80	200	Bachelor's or Associate degree (see note 9)	\$50,573	\$19.75 - \$26.84
35-3021	Comb Food Prep/Serv Wrk/Incl Fast	3,130	3,760	630	20.1%	60	140	200	Short-term on-the-job training	\$15,002	\$6.16 - \$8.12
31-1012	Nursing Aides/Orderlies/Attendants	3,450	4,330	880	25.5%	90	50	140	Short-term on-the-job training	\$20,366	\$8.56 - \$11.00
53-7062	Labrs/Frght/Stock/Matrl Movers/Hand	3,690	3,710	20	0.5%	<5	120	120	Short-term on-the-job training	\$22,439	\$8.36 - \$12.73
41-4012	Sls Reps/Whlsl/Mfg/Ex Tech/Sci Prod	2,370	2,890	520	21.9%	50	60	110	Moderate-term on-the-job training	\$45,363	\$13.68 - \$27.37
43-9061	Office Clerks/General	3,510	3,680	170	4.8%	20	80	100	Short-term on-the-job training	\$22,283	\$8.23 - \$13.00
37-2011	Janitors/Cleanrs Ex Maids/Hskpng	3,150	3,590	440	14.0%	40	60	100	Short-term on-the-job training	\$20,587	\$7.68 - \$11.86
43-4051	Customer Service Reps	2,820	3,440	620	22.0%	60	40	100	Moderate-term on-the-job training	\$24,652	\$9.03 - \$13.79
37-2012	Maids/Housekpng Cleaners	2,580	2,940	360	14.0%	40	50	90	Short-term on-the-job training	\$17,472	\$7.58 - \$9.27
43-5081	Stock Clerks/Order Fillers	2,470	2,380	-90	-3.6%	<5	90	90	Short-term on-the-job training	\$19,310	\$7.12 - \$10.92
35-2021	Food Prep Wrkrs	1,530	1,890	360	23.5%	40	50	90	Short-term on-the-job training	\$16,156	\$6.68 - \$8.90
51-2092	Team Assemblers	2,940	2,890	-50	-1.7%	<5	80	80	Moderate-term on-the-job training	\$25,518	\$10.23 - \$13.99
47-2031	Carpenters	1,990	2,470	480	24.1%	50	30	80	Long-term on-the-job training	\$29,721	\$11.60 - \$16.76
43-4171	Receptionists/Info Clerks	1,620	2,050	430	26.5%	40	40	80	Short-term on-the-job training	\$20,455	\$8.32 - \$11.15
11-1021	General and Operations Mgrs	1,980	2,280	300	15.2%	30	40	70	Bachelor's degree or more, plus work exp.	\$74,800	\$20.34 - \$44.75
49-9042	Maint/Repair Wrkrs/General	1,980	2,230	250	12.6%	30	40	70	Long-term on-the-job training	\$30,692	\$10.93 - \$18.18
43-4151	Order Clerks	1,510	1,910	400	26.5%	40	30	70	Short-term on-the-job training	\$19,016	\$7.29 - \$10.34
35-3011	Bartenders	1,600	1,690	90	5.6%	10	60	70	Short-term on-the-job training	\$15,745	\$6.32 - \$8.83
43-3031	Bookkeep/Account/Auditing Clerks	2,740	2,840	100	3.6%	10	50	60	Moderate-term on-the-job training	\$25,378	\$9.62 - \$14.37
53-3033	Truck Drivers/Light or Delivery Srvc	2,010	2,440	430	21.4%	40	20	60	Short-term on-the-job training	\$25,308	\$9.05 - \$14.66
29-2061	Licensed Pract/Vocational Nurses	1,280	1,580	300	23.4%	30	30	60	Postsecondary vocational training	\$31,388	\$13.41 - \$16.82
43-6014	Secretaries/Ex Legal/Medical/Exec	2,720	2,520	-200	-7.4%	<5	50	50	Moderate-term on-the-job training	\$23,008	\$9.06 - \$12.99
43-1011	First-Line Sups/Mgrs-Offc/Admin Supp Wrkrs	2,030	2,140	110	5.4%	10	40	50	Work exp. in a related occupation	\$41,337	\$13.92 - \$24.80
43-6011	Executive Secretaries/Admin Assts	1,980	2,090	110	5.6%	10	40	50	Moderate-term on-the-job training	\$29,179	\$11.13 - \$16.21
53-7064	Packers/Packagers/Hand	1,800	2,040	240	13.3%	20	30	50	Short-term on-the-job training	\$17,802	\$6.73 - \$9.84

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
41-1011	F-L Sups/Mgrs of Rtl Sl's Wrks	1,580	1,830	250	15.8%	20	30	50	Work exp. in a related occupation	\$34,407	\$11.69 - \$19.35
51-1011	First-Line Sups/Mgrs of Prdn/Operat Wrks	1,550	1,730	180	11.6%	20	30	50	Work exp. in a related occupation	\$47,154	\$15.68 - \$25.41
25-2021	Elemen Schl Tchrs Ex Special Ed	1,490	1,640	150	10.1%	20	30	50	Bachelor's degree	\$42,843	-
25-9041	Teacher Assts	1,350	1,570	220	16.3%	20	30	50	Associate degree	\$21,354	-
25-2031	Secondary Schl Tchrs Ex Sp/Voc Ed	1,220	1,380	160	13.1%	20	30	50	Bachelor's degree	\$40,536	-
49-3023	Automotive Service Techs/Mechanics	1,160	1,310	150	12.9%	20	30	50	Postsecondary vocational training	\$30,910	\$11.47 - \$17.20
43-3071	Tellers	850	970	120	14.1%	10	40	50	Short-term on-the-job training	\$19,694	\$8.16 - \$10.51
53-7051	Industrial Truck/Tractor Oprs	1,750	1,890	140	8.0%	10	30	40	Short-term on-the-job training	\$27,388	\$10.86 - \$15.47
43-5071	Shipping/Receiving/Traffic Clerks	1,570	1,690	120	7.6%	10	30	40	Short-term on-the-job training	\$24,102	\$9.10 - \$13.62
51-9111	Packagng/Fillng Machn Oprs/Tendrs	1,500	1,540	40	2.7%	10	30	40	Short-term on-the-job training	\$25,882	\$10.29 - \$14.66
51-9198	Helpers--Production Wrks	1,530	1,480	-50	-3.3%	<5	40	40	Short-term on-the-job training	\$25,716	\$9.42 - \$14.51
13-2011	Accountants and Auditors	1,100	1,300	200	18.2%	20	20	40	Bachelor's degree	\$46,377	\$16.64 - \$26.71
37-3011	Landscaping/Grndskpng Wrks	1,040	1,250	210	20.2%	20	20	40	Short-term on-the-job training	\$20,907	\$7.96 - \$11.66
47-2111	Electricians	970	1,210	240	24.7%	20	20	40	Long-term on-the-job training	\$41,750	\$16.04 - \$24.73
53-3022	Bus Drivers/School	860	1,090	230	26.7%	20	20	40	Short-term on-the-job training	\$20,846	\$7.64 - \$11.40
33-3051	Police/Sheriff's Patrol Officers	860	1,010	150	17.4%	20	20	40	Long-term on-the-job training	\$36,805	\$15.29 - \$21.12
35-2014	Cooks/Restaurant	880	1,000	120	13.6%	10	30	40	Long-term on-the-job training	\$16,977	\$7.25 - \$9.06
35-9021	Dishwashers	920	970	50	5.4%	10	30	40	Short-term on-the-job training	\$13,426	\$5.82 - \$6.85
31-9092	Medical Assts	620	940	320	51.6%	30	10	40	Moderate-term on-the-job training	\$24,333	\$9.99 - \$13.26
31-1011	Home Health Aides	640	930	290	45.3%	30	10	40	Short-term on-the-job training	\$18,659	\$7.98 - \$10.04
47-2152	Plumbers/Pipefitters/Steamfitters	700	850	150	21.4%	20	20	40	Long-term on-the-job training	\$34,395	\$10.93 - \$21.49
Sub-set totals (top 50)		104,540	118,990	14,450		1,500	2,680	4,180			
Overall totals		198,070	224,660	26,590		2,660	4,780	7,440			
Percent of overall		53%	53%	54%		56%	56%	56%			

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

Projections Methodology: Karin Wells, Economist

Local economist: Dan Barroilhet

608-264-7841

608-242-4885

Karin.Wells@dwd.state.wi.us

Dan.Barroilhet@dwd.state.wi.us

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### 50 Occupations Losing Most Jobs

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
43-6014	Secretaries/Ex Legal/Medical/Exec	2,720	2,520	-200	-7.4%	<5	50	50	Moderate-term on-the-job training	\$23,008	\$9.06 - \$12.99
43-9022	Word Processors/Typists	280	160	-120	-42.9%	<5	10	10	Moderate-term on-the-job training	\$25,847	\$10.07 - \$13.80
43-5081	Stock Clerks/Order Fillers	2,470	2,380	-90	-3.6%	<5	90	90	Short-term on-the-job training	\$19,310	\$7.12 - \$10.92
51-9196	Paper Gds Machn Settrs/Oprs/Tndrs	1,030	940	-90	-8.7%	<5	20	20	Moderate-term on-the-job training	\$34,052	\$14.85 - \$17.65
51-2092	Team Assemblers	2,940	2,890	-50	-1.7%	<5	80	80	Moderate-term on-the-job training	\$25,518	\$10.23 - \$13.99
51-9198	Helpers--Production Wrkrs	1,530	1,480	-50	-3.3%	<5	40	40	Short-term on-the-job training	\$25,716	\$9.42 - \$14.51
43-9011	Computer Oprs	210	160	-50	-23.8%	<5	<5	<5	Moderate-term on-the-job training	\$29,986	\$11.09 - \$18.37
51-9041	Extr/Form/Press/Compct Set/Op/Tnd	310	270	-40	-12.9%	<5	10	10	Moderate-term on-the-job training	\$28,724	\$12.17 - \$15.93
43-5053	PS Mail Sort/Proc/Proc Machn Oprs	330	300	-30	-9.1%	<5	10	10	Short-term on-the-job training	\$36,256	\$17.03 - \$20.01
51-5011	Bindery Wrkrs	330	300	-30	-9.1%	<5	10	10	Moderate-term on-the-job training	\$28,103	\$9.90 - \$16.59
51-9011	Chemical Equipment Oprs/Tendrs	210	180	-30	-14.3%	<5	10	10	Moderate-term on-the-job training	\$45,138	\$15.44 - \$28.21
43-4131	Loan Interviewers/Clerks	190	160	-30	-15.8%	<5	<5	<5	Short-term on-the-job training	\$23,155	\$9.53 - \$12.71
27-3010	Announcers	130	100	-30	-23.1%	<5	<5	<5	Long-term on-the-job training	\$23,104	\$7.15 - \$13.48
43-4071	File Clerks	390	370	-20	-5.1%	<5	10	10	Short-term on-the-job training	\$19,981	\$8.17 - \$10.77
43-9021	Data Entry Keyers	380	360	-20	-5.3%	<5	10	10	Moderate-term on-the-job training	\$21,985	\$8.79 - \$12.03
49-9044	Millwrights	310	290	-20	-6.5%	<5	10	10	Long-term on-the-job training	\$47,387	\$18.85 - \$27.13
51-9023	Mix/Blend Machn Settrs/Oprs/Tendrs	210	190	-20	-9.5%	<5	10	10	Moderate-term on-the-job training	\$34,128	\$14.19 - \$18.93
51-5022	Prepress Techs/Wrks	160	140	-20	-12.5%	<5	<5	<5	Long-term on-the-job training	\$35,090	\$14.57 - \$20.14
41-3041	Travel Agents	80	60	-20	-25.0%	<5	<5	<5	Postsecondary vocational training	\$23,678	\$9.69 - \$12.85
43-5041	Meter Readers/Utilities	70	50	-20	-28.6%	<5	<5	<5	Short-term on-the-job training	\$36,026	\$14.77 - \$21.36
35-2012	Cooks/Institution/Cafeteria	600	590	-10	-1.7%	<5	20	20	Long-term on-the-job training	\$19,752	\$8.22 - \$10.68
51-7041	Saw Machn Set/Op/Tendrs/Wood	600	590	-10	-1.7%	<5	20	20	Moderate-term on-the-job training	\$22,955	\$9.20 - \$12.45
51-5023	Printing Machn Oprs	470	460	-10	-2.1%	<5	10	10	Moderate-term on-the-job training	\$33,136	\$12.74 - \$19.94
41-2022	Parts Salespersons	440	430	-10	-2.3%	<5	10	10	Moderate-term on-the-job training	\$25,715	\$9.62 - \$14.37
11-1031	Legislators	420	410	-10	-2.4%	<5	10	10	Bachelor's degree or more, plus work exp.	\$24,746	\$6.31 - \$11.12
43-2011	Switchboard Oprs/Incl Answrng Srvc	300	290	-10	-3.3%	<5	10	10	Short-term on-the-job training	\$21,977	\$9.08 - \$11.80
43-9051	Mail Clerks/Mail Machn Oprs/Ex Postal Service	210	200	-10	-4.8%	<5	10	10	Short-term on-the-job training	\$19,032	\$7.29 - \$10.82
51-2022	Electrical/Electronic Equipmnt Assemblers	200	190	-10	-5.0%	<5	10	10	Short-term on-the-job training	\$26,900	\$10.07 - \$16.00
51-9012	Sep/Filtr/Clarify/Prec/Still Set/Op/Tnd	190	180	-10	-5.3%	<5	10	10	Moderate-term on-the-job training	\$30,904	\$12.52 - \$16.72

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### 50 Occupations Losing Most Jobs

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replace-ments	Total Openings			
17-2071	Electrical Engineers	160	150	-10	-6.3%	<5	<5	<5	Bachelor's degree	\$60,024	\$23.08 - \$34.32
51-9021	Crush/Grnd/Polish Set/Op/Tndrs	160	150	-10	-6.3%	<5	<5	<5	Moderate-term on-the-job training	\$26,738	\$10.30 - \$15.25
51-4122	Weld/Solder/Braze Mchn Set/Op/Tnd	150	140	-10	-6.7%	<5	<5	<5	Moderate-term on-the-job training	\$27,779	\$11.30 - \$15.76
49-2022	Telecm Eqp Inst/Reprsr/Ex Line Inst	130	120	-10	-7.7%	<5	<5	<5	Postsecondary vocational training	\$46,664	\$19.59 - \$26.14
51-2021	Coil Winders/Tapers/Finishers	130	120	-10	-7.7%	<5	<5	<5	Short-term on-the-job training	\$25,910	\$9.77 - \$15.43
51-8021	Stationary Engineers/Boiler Oprs	120	110	-10	-8.3%	<5	<5	<5	Long-term on-the-job training	\$33,424	\$12.69 - \$18.32
43-3061	Procurement Clerks	110	100	-10	-9.1%	<5	<5	<5	Short-term on-the-job training	\$27,508	\$10.86 - \$15.38
51-9051	Furnce/Kln/Ov/Drier/Kettle Op/Tndrs	100	90	-10	-10.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,739	\$11.11 - \$19.93
43-9071	Office Machn Oprs/Ex Computer	90	80	-10	-11.1%	<5	<5	<5	Short-term on-the-job training	\$19,134	\$7.38 - \$10.75
51-4194	Tool Grinders/Filers/Sharpeners	70	60	-10	-14.3%	<5	<5	<5	Moderate-term on-the-job training	\$26,538	\$10.36 - \$15.22
51-8091	Chemical Plant/System Oprs	60	50	-10	-16.7%	<5	<5	<5	Long-term on-the-job training	\$37,038	\$15.70 - \$18.94
51-4193	Plate/Coat Mchn Set/Op/Tndrs/M/P	50	40	-10	-20.0%	<5	<5	<5	Moderate-term on-the-job training	\$25,713	\$11.66 - \$13.38

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

41-9041	Telemarketers	*	*	*	*	<5	10	10	Short-term on-the-job training	*	* - *
43-4061	Eligibility Interviewers/Gov't Progrms	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	* - *
51-6042	Shoe Machine Oprs/Tendrs	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	* - *
51-2023	Electromechanical Equip. Assemblers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	* - *
51-2031	Engine/Other Machn Assemblers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	* *
19-2032	Materials Scientists	*	*	*	*	<5	<5	<5	Bachelor's degree	*	* *
43-2021	Telephone Oprs	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	* *
49-2091	Avionics Techs	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	* *

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

Projections Methodology: Karin Wells, Economist

608-264-7841

Karin.Wells@dwd.state.wi.us

Local economist: Dan Barroilhet

608-242-4885

Dan.Barroilhet@dwd.state.wi.us

## Occupation Projections for North Central Wisconsin: 2002 - 2012

### Top 50 Occupations with Most Jobs in 2012

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
41-2031	Retail Salespersons	6,000	6,770	770	12.8%	80	220	300	Short-term on-the-job training	\$21,030	\$6.80 - \$10.98
53-3032	Truck Drivers/Heavy/Tractor-Trailer	5,350	6,540	1,190	22.2%	120	90	210	Moderate-term on-the-job training	\$35,004	\$13.37 - \$19.91
41-2011	Cashiers	5,040	5,550	510	10.1%	50	250	300	Short-term on-the-job training	\$16,319	\$6.45 - \$8.59
29-1111	Registered Nurses	3,870	5,070	1,200	31.0%	120	80	200	Bachelor's or Associate degree (see note 9)	\$50,573	\$19.75 - \$26.84
31-1012	Nursing Aides/Orderlies/Attendants	3,450	4,330	880	25.5%	90	50	140	Short-term on-the-job training	\$20,366	\$8.56 - \$11.00
35-3021	Comb Food Prep/Serv Wrk/Incl Fast	3,130	3,760	630	20.1%	60	140	200	Short-term on-the-job training	\$15,002	\$6.16 - \$8.12
53-7062	Labrs/Frght/Stock/Matrl Movers/Hand	3,690	3,710	20	0.5%	<5	120	120	Short-term on-the-job training	\$22,439	\$8.36 - \$12.73
35-3031	Waiters/Waitresses	3,260	3,700	440	13.5%	50	170	220	Short-term on-the-job training	\$13,731	\$5.85 - \$6.86
43-9061	Office Clerks/General	3,510	3,680	170	4.8%	20	80	100	Short-term on-the-job training	\$22,283	\$8.23 - \$13.00
37-2011	Janitors/Cleanrs Ex Maids/Hskpng	3,150	3,590	440	14.0%	40	60	100	Short-term on-the-job training	\$20,587	\$7.68 - \$11.86
43-4051	Customer Service Reps	2,820	3,440	620	22.0%	60	40	100	Moderate-term on-the-job training	\$24,652	\$9.03 - \$13.79
37-2012	Maids/Housekpng Cleaners	2,580	2,940	360	14.0%	40	50	90	Short-term on-the-job training	\$17,472	\$7.58 - \$9.27
51-2092	Team Assemblers	2,940	2,890	-50	-1.7%	<5	80	80	Moderate-term on-the-job training	\$25,518	\$10.23 - \$13.99
41-4012	Sls Reps/Whlsl/Mfg/Ex Tech/Sci Prod	2,370	2,890	520	21.9%	50	60	110	Moderate-term on-the-job training	\$45,363	\$13.68 - \$27.37
43-3031	Bookkeep/Account/Auditing Clerks	2,740	2,840	100	3.6%	10	50	60	Moderate-term on-the-job training	\$25,378	\$9.62 - \$14.37
43-6014	Secretaries/Ex Legal/Medical/Exec	2,720	2,520	-200	-7.4%	<5	50	50	Moderate-term on-the-job training	\$23,008	\$9.06 - \$12.99
47-2031	Carpenters	1,990	2,470	480	24.1%	50	30	80	Long-term on-the-job training	\$29,721	\$11.60 - \$16.76
53-3033	Truck Drivers/Light or Delivery Srvc	2,010	2,440	430	21.4%	40	20	60	Short-term on-the-job training	\$25,308	\$9.05 - \$14.66
43-5081	Stock Clerks/Order Fillers	2,470	2,380	-90	-3.6%	<5	90	90	Short-term on-the-job training	\$19,310	\$7.12 - \$10.92
11-1021	General and Operations Mgrs	1,980	2,280	300	15.2%	30	40	70	Bachelor's degree or more, plus work exp.	\$74,800	\$20.34 - \$44.75
49-9042	Maint/Repair Wrks/General	1,980	2,230	250	12.6%	30	40	70	Long-term on-the-job training	\$30,692	\$10.93 - \$18.18
43-1011	First-Line Sups/Mgrs-Offc/Admin Supp Wrks	2,030	2,140	110	5.4%	10	40	50	Work exp. in a related occupation	\$41,337	\$13.92 - \$24.80
43-6011	Executive Secretaries/Admin Assts	1,980	2,090	110	5.6%	10	40	50	Moderate-term on-the-job training	\$29,179	\$11.13 - \$16.21
43-4171	Receptionists/Info Clerks	1,620	2,050	430	26.5%	40	40	80	Short-term on-the-job training	\$20,455	\$8.32 - \$11.15
53-7064	Packers/Packagers/Hand	1,800	2,040	240	13.3%	20	30	50	Short-term on-the-job training	\$17,802	\$6.73 - \$9.84
43-4151	Order Clerks	1,510	1,910	400	26.5%	40	30	70	Short-term on-the-job training	\$19,016	\$7.29 - \$10.34
53-7051	Industrial Truck/Tractor Oprs	1,750	1,890	140	8.0%	10	30	40	Short-term on-the-job training	\$27,388	\$10.86 - \$15.47
35-2021	Food Prep Wrks	1,530	1,890	360	23.5%	40	50	90	Short-term on-the-job training	\$16,156	\$6.68 - \$8.90
41-1011	F-L Sups/Mgrs of Rtl Sls Wrks	1,580	1,830	250	15.8%	20	30	50	Work exp. in a related occupation	\$34,407	\$11.69 - \$19.35

### Occupation Projections for North Central Wisconsin: 2002 - 2012

SOC Code	Occupational Title	Estimate employment		Change		Annual average			Typical education or training path	Annual average wage	Middle 50 percent hourly wage range
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings			
51-1011	First-Line Sups/Mgrs of Prdn/Operat Wrks	1,550	1,730	180	11.6%	20	30	50	Work exp. in a related occupation	\$47,154	\$15.68 - \$25.41
35-3011	Bartenders	1,600	1,690	90	5.6%	10	60	70	Short-term on-the-job training	\$15,745	\$6.32 - \$8.83
43-5071	Shipping/Receiving/Traffic Clerks	1,570	1,690	120	7.6%	10	30	40	Short-term on-the-job training	\$24,102	\$9.10 - \$13.62
25-2021	Elemen Schl Tchrs Ex Special Ed	1,490	1,640	150	10.1%	20	30	50	Bachelor's degree	\$42,843	-
29-2061	Licensed Pract/Vocational Nurses	1,280	1,580	300	23.4%	30	30	60	Postsecondary vocational training	\$31,388	\$13.41 - \$16.82
25-9041	Teacher Assts	1,350	1,570	220	16.3%	20	30	50	Associate degree	\$21,354	-
51-9111	Packagng/Fillng Machn Oprs/Tendrs	1,500	1,540	40	2.7%	10	30	40	Short-term on-the-job training	\$25,882	\$10.29 - \$14.66
51-9198	Helpers--Production Wrks	1,530	1,480	-50	-3.3%	<5	40	40	Short-term on-the-job training	\$25,716	\$9.42 - \$14.51
25-2031	Secondary Schl Tchrs Ex Sp/Voc Ed	1,220	1,380	160	13.1%	20	30	50	Bachelor's degree	\$40,536	-
49-3023	Automotive Service Techs/Mechanics	1,160	1,310	150	12.9%	20	30	50	Postsecondary vocational training	\$30,910	\$11.47 - \$17.20
13-2011	Accountants and Auditors	1,100	1,300	200	18.2%	20	20	40	Bachelor's degree	\$46,377	\$16.64 - \$26.71
37-3011	Landscaping/Grndskpng Wrks	1,040	1,250	210	20.2%	20	20	40	Short-term on-the-job training	\$20,907	\$7.96 - \$11.66
47-2111	Electricians	970	1,210	240	24.7%	20	20	40	Long-term on-the-job training	\$41,750	\$16.04 - \$24.73
51-7042	Woodwrk Mchn Set/Op/Tndrs/Ex Saw	1,110	1,120	10	0.9%	<5	30	30	Moderate-term on-the-job training	\$23,998	\$9.39 - \$14.23
53-3022	Bus Drivers/School	860	1,090	230	26.7%	20	20	40	Short-term on-the-job training	\$20,846	\$7.64 - \$11.40
35-1012	F-L Sups/Mgrs Food Prep/Srv Wrks	910	1,010	100	11.0%	10	20	30	Work exp. in a related occupation	\$23,949	\$9.01 - \$13.31
33-3051	Police/Sheriff's Patrol Officers	860	1,010	150	17.4%	20	20	40	Long-term on-the-job training	\$36,805	\$15.29 - \$21.12
47-2061	Construction Laborers	850	1,010	160	18.8%	20	10	30	Moderate-term on-the-job training	\$30,323	\$11.39 - \$17.96
35-2014	Cooks/Restaurant	880	1,000	120	13.6%	10	30	40	Long-term on-the-job training	\$16,977	\$7.25 - \$9.06
21-2011	Clergy	950	980	30	3.2%	<5	20	20	Master's degree	\$36,973	\$13.71 - \$21.64
39-9021	Personal and Home Care Aides	770	980	210	27.3%	20	10	30	Short-term on-the-job training	\$18,238	\$7.75 - \$9.93
Sub-set totals (top 50)		105,400	119,430	14,030		1,450	2,660	4,110			
Overall totals		198,070	224,660	26,590		2,660	4,780	7,440			
Percent of overall		53%	53%	53%		55%	56%	55%			

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

Projections Methodology: Karin Wells, Economist

Local economist: Dan Barroilhet

608-264-7841

608-242-4885

Karin.Wells@dwd.state.wi.us

Dan.Barroilhet@dwd.state.wi.us

## Education or training path for occupations in North Central Wisconsin WDA

Typical education or training path	Number of Occupations included	Estimate employment		Change		Annual average		
		2002	2012	Numeric	Percent	New Jobs	Replacements	Total Openings
<b>All occupations</b>	740	198,070	224,670	26,600	13.4%	2,650	4,810	7,460
Associate degree	34	5,130	6,380	1,250	24.4%	130	100	230
Bachelor's degree	106	22,900	27,440	4,540	19.8%	450	460	910
Master's degree	37	3,960	4,670	710	17.9%	70	80	150
First professional degree	16	1,750	2,220	470	26.9%	50	30	80
Doctoral degree	40	1,190	1,520	330	27.7%	30	20	50
Long-term on-the-job training	81	16,010	18,140	2,130	13.3%	210	350	560
Moderate-term on-the-job training	168	45,340	49,450	4,110	9.1%	410	950	1,360
Short-term on-the-job training	136	76,130	85,250	9,120	12.0%	910	2,270	3,180
Bachelor's degree or more, plus work exp.	30	6,280	7,310	1,030	16.4%	100	120	220
Work exp. in a related occupation	42	11,210	12,730	1,520	13.6%	150	240	390
Postsecondary vocational training	50	8,170	9,560	1,390	17.0%	140	190	330

### Notes:

- (1) **Employment** is rounded to the nearest ten. Totals may not add due to rounding. Employment does not include self-employed, unpaid family workers, or railroad employees.
- (2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver.  
Openings resulting from people changing employers, but staying in the same occupation are not included.
- (3) **Total** openings are the sum of new jobs and replacements.
- (4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in the occupation.

There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

**Short-Term On-the-Job Training:** These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

**Moderate-Term On-the-Job Training:** Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

**Long-Term On-the-Job Training:** These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

**Work Experience in Related Occupation:** Occupations in this category require skills and experience gained in other jobs.

**Postsecondary Vocational Training:** These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

**Associate Degree:** This degree requires two years of full-time academic work beyond high school.

**Bachelor's Degree:** This degree requires four or five years of full-time academic work at a college or university.

**Master's Degree:** This degree requires one to two years of full-time study beyond a bachelor's degree.

**Doctoral Degree:** This degree usually requires at least three years of full-time study beyond a bachelor's degree.

**First Professional Degree:** These degrees typically require at least two years of full-time study beyond a bachelor's degree.

**Bachelor's or higher degree, plus work experience:** These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

Employment for Registered nurses is included under Bachelor's degree.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

### Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004

Projections Methodology: Karin Wells, Economist

608-264-7841

Karin.Wells@dwd.state.wi.us

Local economist: Dan Barroilhet

608-242-4885

Dan.Barroilhet@dwd.state.wi.us

## Occupation Projections for North Central Wisconsin Workforce Development Area 2002-2012

### Notes:

- (1) Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding. Employment does not include self-employed, unpaid family workers, or railroad employees.
- (2) Replacements are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.
- (3) Total openings are the sum of new jobs and replacements.
- (4) Typical Education and Training Path gives a general indication of the education or training typically needed in the occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.
  - Short-Term On-the-Job Training: These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.
  - Moderate-Term On-the-Job Training: Training for these occupations usually occurs at the workplace and lasts from one to twelve months.
  - Long-Term On-the-Job Training: These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.
  - Work Experience in Related Occupation: Occupations in this category require skills and experience gained in other jobs.
  - Postsecondary Vocational Training: These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.
  - Associate Degree: This degree requires two years of full-time academic work beyond high school.
  - Bachelor's Degree: This degree requires four or five years of full-time academic work at a college or university.
  - Master's Degree: This degree requires one to two years of full-time study beyond a bachelor's degree.
  - Doctoral Degree: This degree usually requires at least three years of full-time study beyond a bachelor's degree.
  - First Professional Degree: These degrees typically require at least two years of full-time study beyond a bachelor's degree.
  - Bachelor's or higher degree, plus work experience: This requires a bachelor's or higher degree, in addition to work experience in a related non-managerial position.
- (5) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (6) Hourly Wage Rate - Middle Range: The middle range identifies the 25th and 75th percentiles in the hourly wage distribution for a given occupation.
  - Fifty percent of the workers in the occupation earn wages in this range. In most cases, the entry level wage is at or below the 25th percentile.
- (7) This code is specific to the Occupational Employment Statistics (OES) Survey and is not an official SOC code.
- (8) 33-2020 includes employment for 33-2021 and 33-2022. Education/training and wages are shown individually, if available.
  - 47-5040 includes employment for 47-5041 and 47-5042. Education/training and wages are shown individually, if available.
  - 51-8010 includes employment for 51-8011, 51-8012, and 51-8013. Education/training and wages are shown individually, if available.
  - 51-9199 includes employment for 51-9141. Education/training and wages are shown individually, if available.
  - 53-6099 includes employment for 53-2022, 53-6011, and 53-6041. Education/training and wages are shown individually, if available.
- (9) Depending upon the specific position and employer either a bachelor's degree or an associate degree are most common for the occupation of registered nurse.
  - \* Data is suppressed to preserve the confidentiality of employers. Some occupations with all suppressed data deleted.

Information is derived using the May 2003 OES Survey, 2002 QCEW and 2002 CES (3/03 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of these projections.

**Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2004**

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608-264-7841  
Karin.Wells@dwd.state.wi.us

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Dan.Barroilhet@dwd.state.wi.us